

PACE NORTHWEST

Discriminatory Bullying Policy

Version 1.0 | Review Cycle: Annual

Designated Safeguarding Lead (DSL): Rebecca Hambleton

1. Policy Statement

PACE Northwest is committed to providing a safe, inclusive and respectful environment where every learner is valued regardless of their age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, pregnancy or maternity status, or any other protected characteristic. Discriminatory bullying will not be tolerated.

2. Purpose

This policy outlines how Pace Northwest will prevent, identify, report and respond to discriminatory bullying and promote equality, diversity and inclusion throughout the organisation.

3. Scope

This policy applies to all students, staff, volunteers, contractors, visitors and parents/carers. It covers behaviour on site, during educational activities, visits, transport arrangements and online interactions that affect members of the Pace Northwest community.

4. Definition of Discriminatory Bullying

Discriminatory bullying is behaviour that targets an individual or group because of a real or perceived characteristic, including race, ethnicity, nationality, religion, disability, gender, sexual orientation, gender identity or other protected characteristic. It may be verbal, physical, emotional, social or online.

5. Legal Framework

This policy should be read alongside the Equality Act 2010, Keeping Children Safe in Education (KCSIE), the Children Acts 1989 and 2004, the Human Rights Act 1998 and relevant safeguarding guidance.

6. Roles and Responsibilities

All staff are responsible for promoting equality and challenging discriminatory behaviour. The Designated Safeguarding Lead, Rebecca Hambleton, has overall responsibility for overseeing concerns, investigations, safeguarding assessments and support arrangements.

7. Reporting Concerns

Any incident of discriminatory bullying should be reported immediately to a member of staff or directly to Rebecca Hambleton. Reports from students, staff, parents/carers and third parties will be taken seriously and investigated promptly.

8. Responding to Incidents

PACE Northwest will investigate all allegations fairly and sensitively. Responses may include restorative approaches, behaviour interventions, safeguarding measures, parental engagement, referrals to external agencies and disciplinary action where appropriate.

9. Support for Those Affected

Learners who experience discriminatory bullying will be offered pastoral, emotional and safeguarding support. Appropriate adjustments and referrals may be made to ensure their safety and wellbeing.

10. Prevention and Education

PACE Northwest promotes equality, diversity and inclusion through curriculum activities, staff training, student discussions and positive role modelling. Learners are encouraged to celebrate differences and challenge prejudice.

11. Monitoring and Review

Incidents of discriminatory bullying will be recorded, monitored and reviewed to identify trends and improve practice. This policy will be reviewed annually or sooner if required by legislative or operational changes.

Approval

This policy has been approved by the senior leadership team of Pace Northwest and forms part of the organisation's safeguarding, behaviour and equality framework.